

# Increasing Competitive Employment Outcomes for People with Serious Mental Illness

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# Key Points

- People with serious mental illness want to work
- Although most are capable, few work
- One main barrier: Access to effective services
- IPS is an evidence-based and cost-effective model to increase employment
- IPS can be widely implemented if adequately funded

# The Gap Between Need and Access

- 2/3 want to work
- But only about 15% competitively employed at any time
- Only 2% have access to evidence-based employment services

(Bond, 2014; Lindamer, 2003; Perkins, 2002; Rosenheck 2006; Salkever, 2007; SAMHSA, 2014)

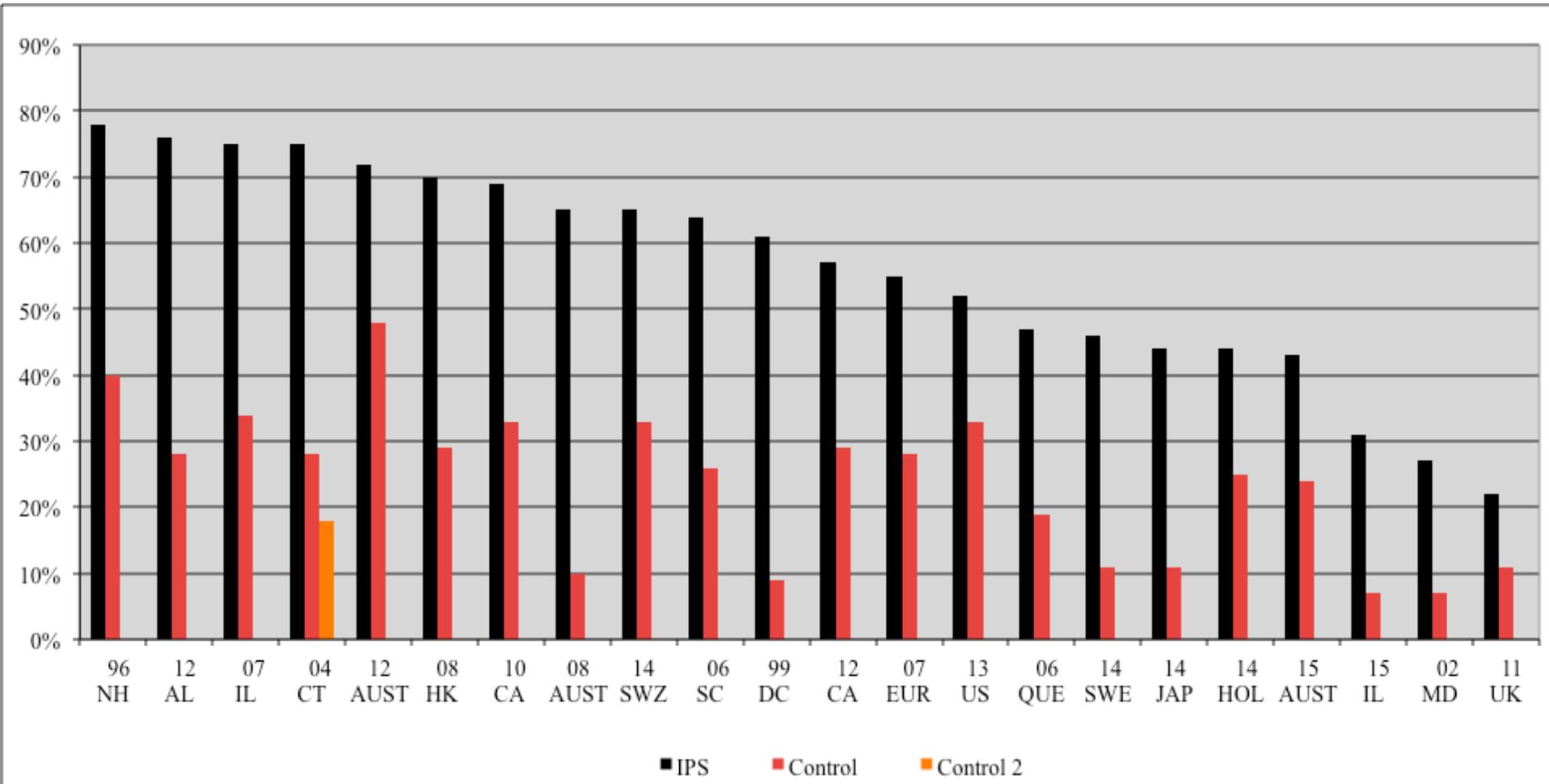
# Individual Placement and Support (IPS)

- IPS is a fidelity-based model of customized employment for people with serious mental illness
- Model was developed by Dartmouth researchers Becker and Drake in 1990s
- IPS includes integration with mental health treatment team

# IPS Principles

1. Open to anyone who wants to work
2. Focus on competitive employment
3. Rapid job search
4. Systematic job development
5. Client preferences guide decisions
6. Individualized long-term supports
7. IPS integrated with treatment team
8. Benefits counseling included

# Competitive Employment Rates in 22 Randomized Controlled Trials of IPS



# Overall Findings for Randomized Controlled Trials of IPS

- Every study (all 22) showed a significant advantage for IPS
- Mean competitive **integrated** employment rates for the 22 studies:
  - 56% for IPS
  - 23% for controls

# 18-Month Competitive Employment Outcomes in 4 Controlled Trials of IPS

	<b>IPS</b>	<b>Control</b>	<b><u>p</u></b>	<b><u>d</u></b>
	<b><u>N</u> = 307</b>	<b><u>N</u> = 374</b>		
Job acquisition	216 (70.4%)	91 (24.3%)	<.001	0.96
Work ≥20 hrs/wk	128 (41.7%)	50 (13.4%)	<.001	0.67
Days to first job	140	212	<.001	-0.58
Total hours	417.0	105.8	<.001	0.62
Earnings over 18 months	\$3,704	\$1,001	<.001	0.51

(Bond, Drake & Campbell, 2012)

# Frequency and Percentage of Steady Workers in Long-Term Studies

<b>Study</b>	<b>Follow-up Period</b>	<b>Sample Size</b>	<b>IPS</b>	<b>Usual Services</b>
Salyers (2004)	10 years	36	12 (33%)	
Becker (2007)	8-12 years	38	27 (71%)	
Hoffmann (2014)	5 years	46 IPS 54 Usual	20 (43%)	6 (11%)
<b>Overall</b>		<b>120/54</b>	<b>59 (49%)</b>	<b>6 (11%)</b>

Steady worker = Worked at least 50% of follow-up period

# 5-Year Return on Investment for IPS and Traditional Voc Services (Hoffmann, 2014)

	IPS	Traditional
	(N = 38)	(N = 45)
<b>Overall Earnings</b>	<b>\$71,670</b>	<b>\$39,690</b>
Vocational Services	\$86,580	\$71,260
Mental Health	\$27,270	\$42,900
<b>Total Service Costs</b>	<b>\$113,850</b>	<b>\$114,160</b>
Median Return on Investment (Earnings/Service Costs)	53.5	18.2

*Note: Earnings and costs converted to US dollars*

# IPS Is Effective in a Wide Variety of Target Populations

PTSD diagnosis

Frequently  
hospitalized

Mental illness +  
substance use

Older adults

Homeless

Criminal justice  
history

On disability benefits

African American

Hispanic

# National IPS Learning Collaborative

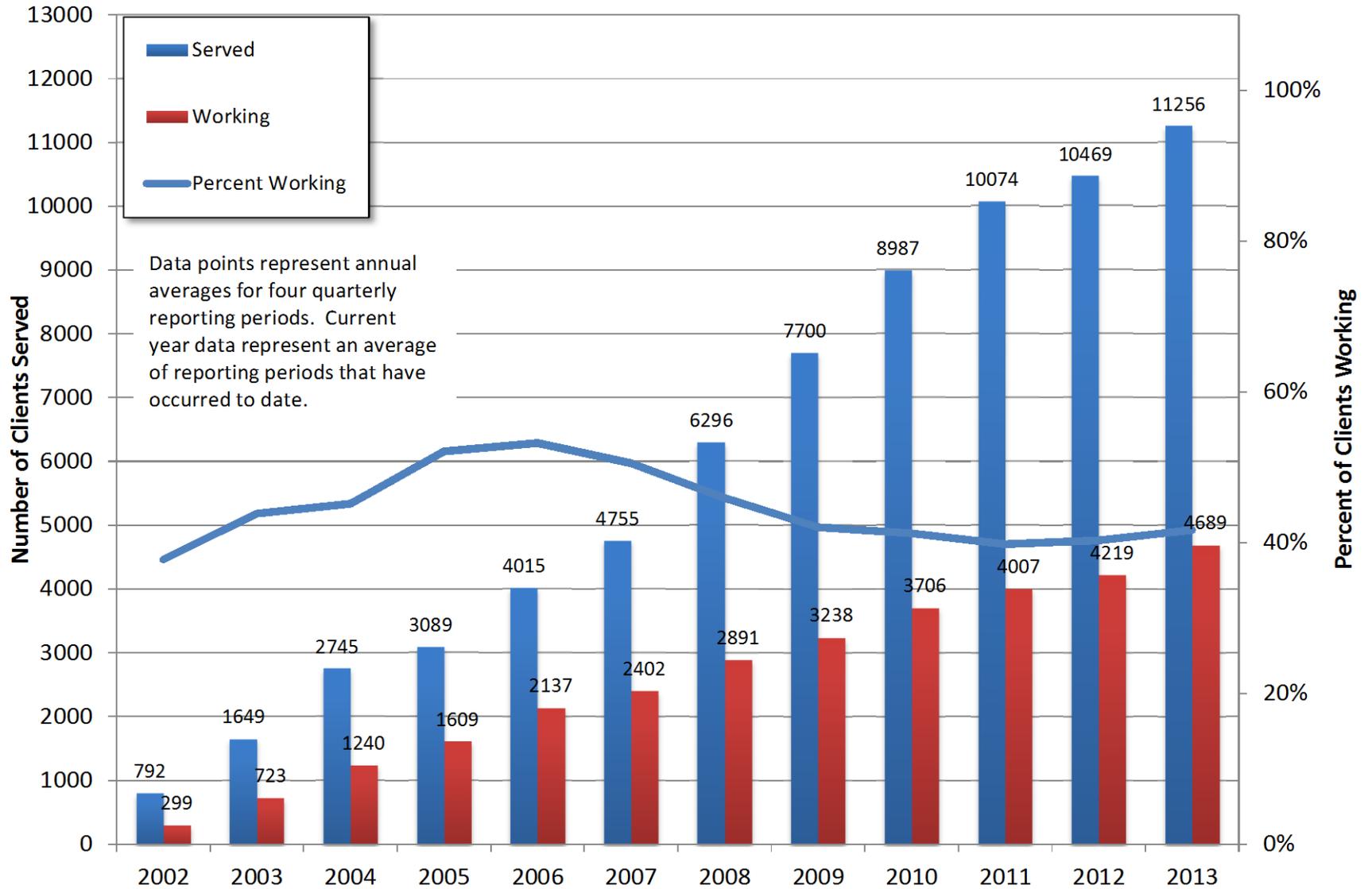
**17 states/regions in US**

**(over 150 sites)**

**3 European countries**

(as of October 2014)

## Clients Served & Working in the IPS Supported Employment Learning Community in the USA



# IPS Fidelity and Outcomes in 79 Sites in IPS Learning Collaborative

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<b>IPS Fidelity Category</b>	<b>N (%)</b>	<b>Mean Competitive Employment Rate (Quarterly index)</b>
<b>Exemplary Fidelity</b>	7 (9%)	44%
<b>Good Fidelity</b>	45 (57%)	39%
<b>Fair Fidelity</b>	23 (29%)	32%
<b>Not Supported Employment</b>	4 (5%)	29%

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(Bond et al., 2012)

# Summary

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